C 289/49-50

1949-50
(CB)

App. F. IX-4

File No. 177-49

Serial Nos. 2

Previous References.
CB 177-CB-49
CB 615-CB-47

Later References.

GENERAL AND REVENUE SECRETARIAT

Serial Nos. One

Part B for Sept 49

SUBJECT Indian Administrative Service ——
Minutes of the meeting held in the Skinner's Mansion on the 25th July 1949 to consider the details connected with the formulation of Union and State Civil Services in A & N Islands — Scheme

Sm 25/11

Submitted to His Highness.

I submit herewith, for the gracious perusal of His Highness, a copy of the Minutes of the meeting held in the States Ministry on the 25th July 1949 to consider details connected with the participation of Unions and States Governments in the all-India scheme for recruitment to the Indian Administrative Service and the Indian Police Service.

K. Chengalaraya Reddy.

CHIEF MINISTER.

Bangalore,
15th August 1949.

C. 289/49-50.

2

Record of Cases submitted for the Orders of His Highness the Maharaja.

Subject.

Minutes of the meeting held in the States Ministry on the 25th July 1949 to consider details connected with the participation of Unions and States Governments in the all-India scheme for recruitment to the Indian Administrative Service and the Indian Police Service.

Order.

VPN.
30/8/49.

191.

Chief Secy
VPM.
1/9/49

1/9/49

Received from the Joint Secretary with No.F.23(4)-S/49: dated 9-8-49.

For perusal.

Chief Minister.

CHIEF SECRETARY 103 GOVT. OF MYSORE

OFFICE OF THE CHIEF MINISTER No 1051 Dt: 12/8/49

To be submitted to H.H. for gracious perusal. For D.S.N. Kla. 13/8

11/8

MINISTRY OF STATES

Minutes of the meeting held in the States Ministry on the 25th July 1949 to consider details connected with the participation of Unions and States Governments in the all-India scheme for recruitment to the Indian Administrative Service and the Indian Police Service.

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PRESENT

1. Mr. R.A. Gopalaswami, I.C.S., Officer on Special Duty, Ministry of Home Affairs in Chair.
2. Mr. S.B. Bapat, I.C.S., Establishment Officer to the Government of India and Joint Secretary, Ministry of Home Affairs.
3. Mr. R.C. Dutt, I.C.S., Deputy Secretary, Ministry of Home Affairs.
4. Mr. R.K. Rangan, Assistant Secretary, Ministry of Home Affairs.
5. Mr. L.C. Jain, I.C.S., Chief Secretary, Hyderabad (Deccan)
6. Mr. V. Isvaran, I.C.S., Chief Secretary, Saurashtra.
7. Mr. B.R. Patel, I.C.S., Chief Secretary, Patiala and East Punjab States Union.
8. Mr. K. Srinivasan, Chief Secretary, Mysore.
9. Mr. V.K.B. Pillai, I.C.S., Regional Commissioner, Rajasthan
10. Mr. K. Radhakrishnan, I.C.S., Chief Secretary, Rajasthan.
11. Mr. S.N. Mehta, I.C.S., Regional Commissioner and Chief Minister, Vindhya Pradesh.
12. Mr. B.N. Chaturvedi, Chief Secretary, Vindhya Pradesh.
13. Mr. K.B. Lall, I.C.S., Chief Secretary, Madhya Bharat.
14. Mr. N.M. Buch, I.C.S., Regional Commissioner, Saurashtra and Joint Secretary, Ministry of States.
15. Mr. A.B. Chatterjee, I.C.S., Joint Secretary, Ministry of States.
16. Mr. C. Ganesan, Deputy Secretary, Ministry of States.
17. Mr. N.N.Iengar, Under Secretary, Ministry of States.

...

1. The Chairman explained briefly to the members present

the circumstances and the manner in which the scheme for recruitment to the Indian Administrative Service cadre in the Provinces had been drawn up by the Government of India and how recruitment both by open competition and through the machinery of the Special Recruitment Board was being made to fill up the gap in the cadres(resulting from the retirement of European I.C.S. officers and the transfer of certain Muslim officers to Pakistan as a result of the partition). It was observed that the Unions and States had already agreed in principle to participate in the Indian Administrative Service scheme and it was pointed out that the meeting now held was for the purpose of ascertaining the views of the various Unions and States representatives on the detailed features of the scheme and to settle the strength of the cadre required for each Union, the method of recruitment, etc. The representatives present were then requested to give their views first on the question whether they would like to have a separate cadre of their own or a joint cadre with a neighbouring State, Union or a Province. The Chairman informed the meeting that the question of a Joint States Cadre which had been propounded at an earlier stage of the discussions on this subject had been given up.

2. Hyderabad preferred to have an independent cadre of its own for the reasons that (a) it has in existence a good Civil Service and training to the new recruits will be given by officers who are now working there on deputation from the neighbouring provinces to aid the Civil Administration; (b) there are three linguistic groups in the State itself and if it is decided to form a joint cadre with a neighbouring province, difficulties might arise in choosing the province with which it is to form a joint cadre and (c) difficulties regarding the control of the joint cadre and inter-provincial disputes would necessarily arise. The Hyderabad representative, was therefore, of opinion that in

view of the wide area and the large number of posts that will have to be included in the Indian Administrative Service, it would be preferrable to have an independent cadre.

3. Mr. Buch explained at this stage that the system of joint cadre had the advantages (a) of the State or Union concerned obtaining the benefit of the services of experienced officers of the Province to which the cadre was joined and (b) of obtaining training facilities in the Province concerned for the new recruits.

4. The Saurashtra representative was of the view that the Union was too small to have an independent cadre, and stated that his Government wanted a joint cadre with Bombay.

5. In the opinion of the Patiala and East Punjab States Union representative, the Union should have a joint cadre with East Punjab though he was not in a position to commit his Government at this stage.

6. The Mysore representative stated that the present view of his Government was not to participate fully in the Indian Administrative Service scheme but only to earmark 25% vacancies in the cadre of Assistant Commissioners in the junior scale to be filled by successful candidates appearing for the Indian Administrative Service. This, it was felt by the other members present, amounted to Mysore in effect not participating in the scheme. Mr. Buch suggested that the States Ministry would discuss the matter with the Chief Minister, Mysore, who was present in Delhi.

7. The Chief Minister, Vindhya Pradesh, was of the view that Vindhya Pradesh would need a very small cadre and could not therefore afford to be independent. In view of the fact that settlement work, forest administration, police administration etc. in various parts of Vindhya Pradesh were done to a greater extent by officers of the Central Provinces Service, he was of the opinion that Vindhya Pradesh should go with Central Provinces.

8. The representative of Rajasthan stated that he had been sent to the meeting only as an observer and was therefore not in a position to commit himself to any settlement. It was, however, pointed out to him that he might state his views on the details of the proposed scheme of extension of Indian Administrative Service to the States subject to the scheme itself being later accepted by his Government. Mr. Radhakrishnan stated that under the proposed reorganization consequent on the integration of the small States, there would be 24 districts and 5 Commissioners' Divisions in Rajasthan. They also proposed to have 12 Secretaries to Government. He further pointed out that there were special difficulties in dealing with this particular Union of States as they had no organised State cadre and there were no facilities available for training new recruits. He, therefore, suggested that special provisions will have to be made to constitute, control and administer a cadre for Rajasthan. It was decided to examine this point separately.

9. The Madhya Bharat representative expressed the view that though local sentiment in the Union would prefer to have an independent cadre he appreciated that for training and other facilities it would be better for Madhya Bharat to line up with some Province or Union. He suggested a joint cadre for Rajasthan and Madhya Bharat Unions subject to the consideration that a special scheme for building up and training this joint cadre in Provinces may have to be devised.

10. The next point for consideration was the strength of the Indian Administrative Service cadre for each State or Union.

11. The Chairman explained that the number would have to be fixed on the basis of the "senior posts" in each Union or State. These "senior posts" would cover all posts of District

officers, Secretaries of Departments, Heads of Departments and other posts of equivalent or higher status and then allowance would have to be made for promotions from States Civil Service, internal deputations, leave reserve, training, junior posts, etc. The manner in which these calculations would be made was explained with reference to the statement prepared by the Home Ministry in respect of the various Indian Provinces of which copies were circulated to all the representatives for reference. It was also made clear that in fixing this number note should be taken of the number which has been accepted for an Indian Province comparable in area and population to the Union concerned, as the basis of the entire scheme was that the nature of duties and status of officers would be of uniform standard throughout the Provinces, States and Unions when a common service was constituted for them. As a result of this it was recognised that Unions which had already adopted particular schemes for manning their own services may have to suitably modify or revise those schemes as a result of their participation in the Indian Administrative Service scheme. The representatives were requested to give the figures for "senior posts" under the various categories for further consideration in the afternoon in the light of what had been accepted for the Provinces.

12. Method of recruitment : The next point for consideration was the method of recruitment. It was made clear at the outset that existing incumbents in the services of the Unions would definitely be given a fair deal and fullest use would be made of the existing material in constituting the proposed new service and that recruitment would be made from other sources only to cover the gaps that would be left between requirements and availables. The procedure agreed to in respect of recruitment from amongst existing incumbents was as follows :

The State or Union Government would compile lists of all holders of "senior posts" as defined above and "others" of comparable status considered fit by them to hold such posts and forward them to the Special Recruitment Board. The S.R.B. will thereupon consider these recommendations and prepare two lists of selected candidates. The first list will contain names of officers who are considered to be of sufficiently high standard for immediate appointment to the Indian Administrative Service. Such officers will be appointed to the Indian Administrative Service on two years' probation as emergency recruits. The second list will include names of officers who though not upto the standard for immediate appointment to the Indian Administrative Service show sufficient promise to reach this standard within a period of not more than five years. The second list will also include officers who though not considered suitable for Indian Administrative Service either immediately or within five years have established their claim for continued employment in the posts they hold. These two lists compared with the strength of the cadre fixed in each Union or State as pointed out above would give the extent of the gap to be filled in each area by further recruitment.

For the purposes of such further recruitment a supplementary advertisement should be issued by the S.R.B. and all those who satisfy the conditions of eligibility and who are domiciled in participating States but who did not apply earlier will be considered by the S.R.B.

13. The conference also decided that the Princes and mbers of their families who have been displaced as a result the Constitutional changes should also be considered by the .B. It was decided that this should be done by the cations being sponsored to the S.R.B. by the Ministry of . It was further decided that Rulers and their relatives,

if they are considered suitable for appointment to the Indian Administrative Service should not be appointed to the cadre of those States or Unions to which they belonged.

14. The representatives of some of the States pointed out that even where the gaps were filled in the manner prescribed above some time would elapse before the new recruits obtained sufficient maturity to fill adequately the senior posts. It was agreed that to meet the deficiency in the interim period a system of deputation of experienced officers from neighbouring provinces may have to be organised. It may not be possible to transfer officers on a large scale from the Provinces to the States but facilities may be given to officers on deputation to the States to transfer their services to the States if they so desired and subject to the concurrence of the Provincial or State Governments concerned. It was agreed that the ~~members~~ numbers that might be required for deputation would be decided later in consultation with the Governments of the States and Unions after the existing gaps had been filled in the manner suggested above.

15. Other points : It was agreed that the State Cadres whether independent or joint with another State or Province should be filled with the least possible delay. At this stage certain representatives raised the question as to how Unions and State Governments should compile the lists of existing incumbents for purposes of interview and selection by the Special Recruitment Board. For drawing up the lists some were of the view that a purely Secretariat Committee should be charged with this work and others were of the view that where properly constituted Public Service Commissions existed use should be made of such commissions. Doubts were expressed whether local Public Service Commissions would agree to undertake the work of compiling lists for submission to the Federal Public Service Commission for their approval. The sense of the meeting was that this question should be examined by the States Ministry and

their recommendations should be sent to the Unions and States Government for their guidance.

16. Rajasthan raised the question of the financial repercussions of their participation in the Indian Administrative Service cadre on the other services in the State and explained the point by saying that once the Heads of Districts and Secretaries to Government were included in the Indian Administrative Service cadre and paid at the rates admissible for Indian Administrative Service officers, other services like Public Health, Engineering etc. would demand similar treatment to that obtaining in the neighbouring Provinces which would result in considerable additional burden on the financial structure of the State.

A general discussion followed on the financial implications of the scheme and some representatives enquired whether any financial help could be expected from the Central Government for meeting the increased expenditure that may arise as a result of demands by other Provincial and local services for improving their pay and prospects. It was made clear that it would be entirely for the Union or State Government concerned to consider how far pay and prospects of other services should be improved and the Centre could not come to their aid merely because of the participation of Unions and States in regard to one or two services on what may be called a purely "co-operative basis".

17. The question of participation of the Unions and States in the Indian Police Service Scheme was next considered. It was generally agreed that there was greater need for co-ordination in this direction than even for Indian Administrative Service Hyderabad, Madhya Bharat, Rajasthan, Saurashtra and Vindhya Pradesh representatives expressed ready acceptance to participate in the scheme. The Patiala and East Punjab States Union

Government representative could not commit his Government and Mysore was definitely against participation.

The tentative proposals regarding the strength of the State Cadres were discussed and the figures as shown in the Appendix to this Memorandum accepted by the Conference.

18. So far as the requirements of the Chief Commissioners' Provinces are concerned, it was decided that the States Ministry should ascertain and furnish the necessary information to the Home Ministry as early as possible.

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APPENDIX

INDIAN ADMINISTRATIVE SERVICE

S.NO.		MYSORE	MADHYA BHARAT	VINDHYA PRADESH	RAJASTHAN	SAURASHTRA	PEPSU	HYDERA-BAD	TOTAL
1.	No. of Senior posts for the state	27	25	12	50	19	15	60	208
2.	No. of posts for promotion at 25% of Column 1.	7	6	3	13	5	4	15	53
3.	No. of senior posts for direct recruitment Column (1)-(2)	20	19	9	37	14	11	45	155
4.	Deputation reserve at 15% of Column 3.	3	3	1	6	2	2	7	24
5.	Leave reserve at 11% of column 3.	2	2	1	4	2	1	5	17
6.	Junior posts at 20.60% of column 3.	4	4	2	8	3	2	9	32
7.	Training Reserve at 10.59% of column 3	12	11	5	22	8	6	26	90
8.	Total Strength at 158.19% of column 3(for Direct recruitment)	31	30	14	58	22	17	71	243
9.	Annual Recruitment at 5.42% of column 3.	1.08	1.03	0.49	2.01	0.76	0.60	2.44	8.41
10.	Total strength Column 2 and 8.	38	36	17	71	27	21	86	296

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General and Revenue Secretariat.

C.289/49-50.

WD 06173—GPB—2,000—21-4-49

SUBJECT:—

Minutes of the meeting held in the States Ministry on the 25th July 1949 to consider details connected with the participation of Unions and States Governments in the all-India scheme for recruitment to the Indian Administrative Service and the Indian Police Service.

Circulated to Council of Ministers for perusal of His Highness' orders ~~before~~/after issue of orders.

T.S. Sivaswamy

Chief Secretary to Government. 5/9

Through the Secretary to Government,

(C.B.).....Department.

1. Chief Minister. (Seen).

1718 / 9-9-49 2. Minister for Finance and Industries. K.C.D 9/9/49

1645 / 10/9/49 3. Minister for Law and Labour. K.V.B 10/9

2347 / 13.9.49 4. Minister for Revenue and Public Works. K. 12/9.

4169(c) / 14/9/49 5. Home Minister. M. 14/9

1294 / 14/9/49 6. Minister for Local Self-Government. 15/9

1396 / 20/9 7. Minister for Public Health and Excise. M. 16.9

1604 / 20/9 8. Minister for Education. D.Ve 20/9

1202 / 21/9/49 9. Minister for City Municipalities and Muzrai. V. Venkata 22/9

GENERAL & REVENUE SECRETARIAT
Council Section
25 NOV 1949
CONFIDENTIAL BRANCH

NOTE—Contn. sheet

Secretary to Government, C.B. Department with compliments- 25/11/49